

alabama
community,
junior &
technical
colleges

PROFESSIONAL development news

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STATE BOARD APPROVES PROFESSIONAL DEVELOPMENT PLAN

During the October Board Meeting held on the campus of Athens State College, the Alabama State Board of Education approved the 1985-86 Professional Development Plan developed by the Task Force for the two-year college system and recommended to the State Board by Charles L. Payne, Chancellor. The following is an overview of this plan for the information of all personnel throughout the system.

ALABAMA STATE COMMUNITY, JUNIOR, AND TECHNICAL COLLEGES PROFESSIONAL DEVELOPMENT TASK FORCE

1985-86 PROFESSIONAL DEVELOPMENT PLAN

AN OVERVIEW

The Professional Development Task Force has established three major components for the 1985-86 Professional Development Plan. These components include: (1) 29 three-day disciplinary or occupational program specific workshops to be held in November 1985, (2) a three-day Professional Development Conference to be held in Mobile in April 1986 and to include at least 66 distinct one-day workshops, and (3) a set of college-sponsored services to support individual, small group, and college-wide priorities.

The first two components are referred to jointly as the "state-coordinated core" of the professional development system. Both of these components were fully developed last year but have been refined and improved for 1985-86.

The third component was initiated late in 1984-85 as the "experimental phase" and was evaluated by the colleges as a significant success. This component will be expanded for 1985-86 and will include new priorities and direction.

All three components are designed to improve institutional effectiveness, to enhance faculty and staff growth and continued service, and, most importantly, to increase student success. The activities in the state-coordinated core assure that all personnel are given growth opportunities and that each college approaches institutional effectiveness comprehensively. The college-sponsored services component is designed to target unique needs of individual faculty and staff as well as special projects for program, division, or college-wide improvements.

STATE-COORDINATED CORE

The state-coordinated core combines the best traditions of voluntary professional associations with the purpose,

direction, and executive commitment of corporate management. Professional growth and improvement is a clear expectation, but the responsibility for substance and method has wisely been placed in the hands of the disciplinary and program experts. The decision to sponsor intense faculty and staff involvement in planning and executing the state-coordinated core has been the single most important factor in its success. The quality and dedication of our faculty and staff has shown brilliantly and made the professional development system noteworthy nationwide.

COMMON PROFESSIONAL DEVELOPMENT DATES

The Chancellor has established six dates for 1985-86 which will be common professional development days for Alabama state community, junior, and technical colleges. These dates are:

November 6, 7, and 8, 1985
and
April 2, 3, and 4, 1986

These dates are viewed by the Task Force as the principal times during which workshops can be conducted allowing faculty and other appropriate personnel to work with leaders in their fields on a direct substantive basis.

By establishing common professional development dates, the more effective and efficient state-coordinated growth opportunities may be provided without disrupting the learning environment or reducing faculty-student contact. To assure optimum impact and efficient planning, generally all faculty and other appropriate personnel will be required to participate in relevant professional development services sponsored on these dates.

FACULTY/STAFF INVOLVEMENT

The extensive involvement of faculty and staff has been and will continue to be instrumental to success. Every state-

coordinated activity has been planned and implemented by a faculty/staff committee composed of those to be served. Thereby, experts, usually representing at least five different colleges, have identified needs; have selected content, presenters, and methods; and have conducted the workshops.

The involvement and leadership of hundreds of faculty and staff has developed a sense of "ownership" of the professional development effort statewide, and it has stimulated these leaders to set pragmatic, but ambitious standards as well as significant new directions for their programs and disciplines. It has also placed a continuous emphasis on professional development throughout the year, it has supported and increased informal networking throughout the state system and even nationally, and it has assured that services will be substantive and relevant.

PLANNING ASSISTANCE AND QUALITY ASSURANCE

Not only has each workshop, conference, or project had a planning committee composed of the faculty or staff to be served, but the chairperson is also from that group. Because many of these chairpersons have little or no experience in planning and conducting workshops, the Professional Development Task Force has provided three major components to assist them in assuring efficiency and effectiveness.

One component is the **Workshop on Workshop Planning**. Prior to each major planning effort, a one-day workshop on workshop planning is conducted exclusively for chairpersons of the planning committees. The Task Force has condensed the most salient and practical advice from an extensive review of the literature on what makes workshops effective. This advice or guidance is presented in a "down to earth" manner which not only communicates but also supports confidence and comfort in accomplishing the task. Evaluations of these workshops have been consistently very high, and chairperson responses have been laudatory.

The second component is the **Manual for Planning and Conducting Professional Development Workshops** which was designed and written by the Task Force. Many chairpersons consider this manual to be our greatest assistance to them. The manual has been refined and rewritten prior to each major planning effort with preparations under way for the fourth edition. The manual was designed not only to provide guidelines and general assistance in planning and conducting effective workshops but also, more importantly, to provide a common structure for planning, quality control, communication, budgeting, evaluation, and documentation of results. The submission of proposals in accordance with the manual, the competence of the chairpersons and committee members, and the quality review of proposals by the Task Force and the Chancellor virtually assure a workshop of the highest quality and value.

The third component of assistance is provided through the Task Force largely by Athens State College. Functions such as preregistration, marketing, and brochure printing which can be handled statewide are provided by Athens State College officials in order to relieve the chairpersons of burdensome tasks which could distract from emphasis on workshop quality.

NOVEMBER 1985 WORKSHOPS

All professional development services during November 6-8, 1985, will be dedicated exclusively to faculty, this year including counselors and librarians. Although other personnel groups need and deserve such services, budget limitations are prohibitive. Therefore, faculty were identified as the first priority because of their very direct impact on student learning and development.

Based upon both content and numerical analysis, 42 disciplinary or occupational program areas were identified as warranting state-coordinated professional development workshops. To increase efficiency, these 42 areas were grouped into 29 different workshops. Colleges were encouraged to volunteer to sponsor one or more of the workshops by submitting a two-page proposal which included a rationale and resource commitments. From these proposals, the Task Force recommended that 23 colleges serve as sponsors or co-sponsors at 22 college locations. The chairperson for each planning committee is an employee of the sponsoring institution.

The sponsoring institutions deserve commendation for their commitment both to the value of professional development and to state leadership and service on behalf of the state system. This state leadership requires valuable time and resources while it helps assure efficiency and quality of the professional development effort. A valuable by-product of this approach is that faculty and staff gain exposure to other college campuses and programs as well as a greater knowledge and appreciation of the power, diversity, and quality of their own state system.

APRIL 1986 CONFERENCE

During April 2-4, 1986, all professional development services will be held in one location (i.e., Mobile) to maximize efficiency and to reinforce the sense of common mission and camaraderie within the Alabama community, junior, and technical college system. This will be the second consecutive year and only the second time in the system's 21-year history that all system personnel have met together as a commitment to institutional effectiveness and instructional excellence.

While a specific theme for the conference has not been finalized, the focus of the conference will be on institutional effectiveness, quality assurance, student learning outcomes, program outcomes, and alternatives for quality assessment. The conference will include at least 66 one-day workshops focused on disciplinary and program issues related to this focus. There may also be a pre-conference on "Managing for Excellence" sponsored by the state system for business and industry leaders throughout the state.

OTHER STATE-COORDINATED SERVICES

While the November 1985 and April 1986 services must subsume the vast majority of the state-coordinated professional development efforts, other valuable services will be supported as staff and fiscal resources permit. Some

services are currently being planned while others will develop during the year.

One of the services being sponsored is a 50-50 match of college membership fees in the National Institute for Staff and Organizational Development (NISOD). NISOD provides weekly abstracts of innovations in teaching and in staff services that have proven effective in colleges nationwide. Copies of these are provided for all faculty and staff which stimulate discussion and implementation of innovations campus-wide. NISOD also provides free telephone consultation on a myriad of important issues and sponsors nationwide networking between colleges with similar issues or projects.

Another service being planned is a workshop for college maintenance directors/technicians on control systems for heating and air conditioning systems. This has a potential for saving thousands of dollars at each college.

The third and final "other" service to be included in this report is leadership development. While leadership development is being addressed in a number of ways including most of those mentioned above, it is mentioned here to highlight the support through the Professional Development Task Force of the professional associations of State two-year college executives. The Task Force has committed \$2000 to support substantive program enhancement for each of these valuable associations. These nine associations include: the Junior and Community College Presidents' Association, the Technical College Presidents' Association, the Academic Deans' Association, the Technical Deans' Association, the Deans' of Students Association, the Business Officers' Association, the Alabama Junior and Community College Association, the Council for Alabama Resource Development, and the Division Chairpersons' Association.

Although these institutional membership professional associations are not part of the formal authority structure of the state system, they are instrumental in fulfilling its mission. By virtue of their institutional membership, they are informally responsive to policy positions of the Alabama State Board of Education and the Chancellor, are integral to collegial management processes, and are essential in the development of leadership within State two-year colleges.

COLLEGE-SPONSORED SERVICES

The major new component of the professional development system for 1985-86 is the establishment of a set of college-sponsored services to support individual, small group, and college-wide priorities. Elements of this component were initiated late in 1984-85 as the "experimental phase" and were evaluated by the colleges as a significant success.

Although all of the professional development components are designed to improve institutional effectiveness, enhance faculty/staff growth and continued service, and increase student success, this component is ideally suited to respond to the unique needs of individuals and small groups. Therefore, the priority for this component is to support the flexible, productive, continued service and use of existing personnel resources.

From the inception of two-year colleges, personnel with multiple competencies have been recognized as invaluable

resources. This has always been particularly evident at small colleges and is becoming increasingly clear at all colleges as job obsolescence and new job creation rates increase and curricular needs ebb and flow in response. Therefore, priority must be given to professional development services that support the qualification of an individual (or individuals) to teach in an additional discipline or program area or to perform competently in an additional job category. Naturally, this action should be perceived as mutually advantageous by the college and the employee. This category of priority status will be known as "cross-training."

The other category of priority status within the college-sponsored services component will be known as "significant upgrade." Individuals in this category are there largely as a result of technological (and sometimes economic or social) change. The area in which they were qualified to teach or the job they were qualified to perform has changed so significantly that their knowledge, skills, and/or experience no longer support their comprehensive competence in all relevant teaching requirements or job functions. Again, this action should be perceived as mutually advantageous to the college and the employee.

For both categories of priority status, the Chancellor will approve upon written request of the president a professional development plan which is outside standard guidelines for college-sponsored services provided the plan represents a reasonable and prudent investment of state funds.

In addition to these two categories of priority status, there is a myriad of professional development services that can be sponsored only or at least most appropriately by an individual college. Because this component has such potential to sponsor innovation and to target strategic local needs, the Professional Development Task Force and the Chancellor recommend the commitment of \$500,000 to this component for 1985-86. These funds are to be distributed to the colleges on the percentage of full-time "D Schedule" personnel as soon as possible after endorsement of this plan by the Alabama State Board of Education.

Documentation of these services will be required of the colleges on a quarterly basis. Each college will be expected to expend a minimum of 40 percent of its allocation by the end of the Winter Quarter.

The types of professional development services endorsed through this component include:

- a. Return-to-Industry
- b. Education and Industry Staff Exchange
- c. Business/Industry Observation
- d. Other College Observation
- e. Employment of External Consultant for Special Project
- f. Expenses for Participating in Professional Development Planning Meetings
- g. Purchase of Programmed/Mediated Professional Development Materials
- h. Professional Subscriptions and Association Memberships in Name of College
- i. Released Time (for curriculum development or special project)
- j. Workshops/Conferences

CONCLUSION

This overview of the 1985-86 Professional Development Plan has attempted to capsuleize (1) the pivotal importance of professional development in institutional effectiveness and instructional excellence, (2) the structure, logic, complexity, wisdom, and quality control of the overall plan and of the state-coordinated core in particular, and (3) the sensitivity and commitment to college and individual needs. This

plan represents a multi-faceted approach to comprehensive progress which should remain viable for years to come. The Professional Development Task Force is confident that continuous innovation and progress will result and that our professional development effort will continue to bring national acclaim to Alabama community, junior, and technical colleges.

NOVEMBER WORKSHOP OVERVIEW

The November Professional Development Workshop was clearly a resounding success. The expertise, dedication, and immense efforts of the November workshop chairpersons, instructor-planning committees, and the sponsoring institutions generated a standard of quality of which we can all be proud.

The **Agribusiness Workshop** met on the campus of Bessemer State Technical College. Presentations on Land Reclamation by Dwight Hicks of Drummond Coal and Pond Management by Dr. John Jensen of Auburn University made the 1985 Agribusiness Professional Development workshop extremely worthwhile.

Muscle Shoals State Technical College was the site for the **Air Conditioning/Refrigeration Workshop** which featured Mr. Robert Hamos of Lennox Educational Division and Mr. Bob Slack of Amana Refrigeration, Inc.

Windshields and bumpers were the topics of the day at the **Autobody Workshop** at Carver State Tech. Featured presenters were Mr. Searcy Englebert, owner of Searcy Englebert Windshield Repair Company; Bert Vines of American Bumper company, and A. L. Fitts, Vice President of Marketing with J. H. Bender Equipment Company.

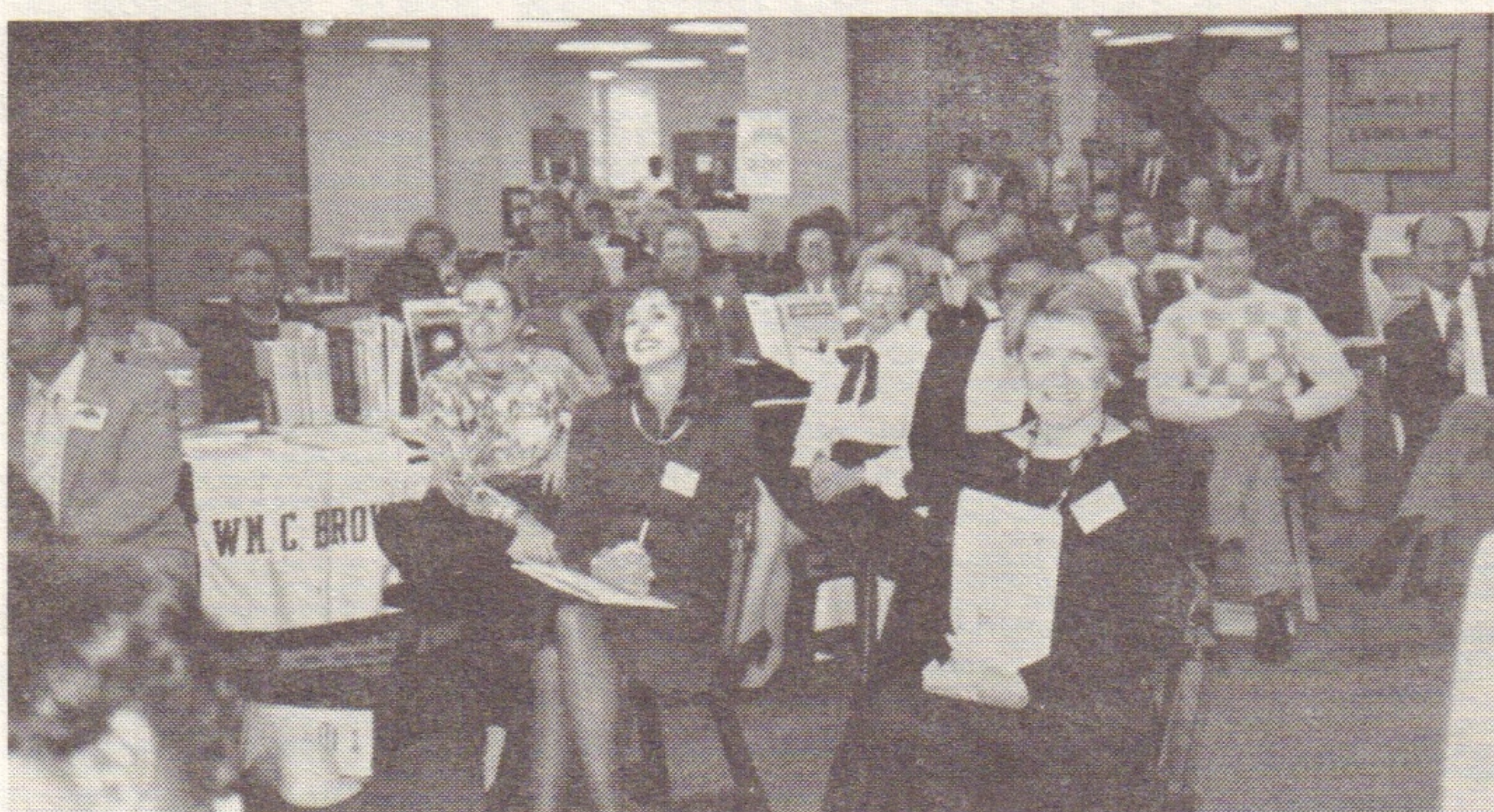
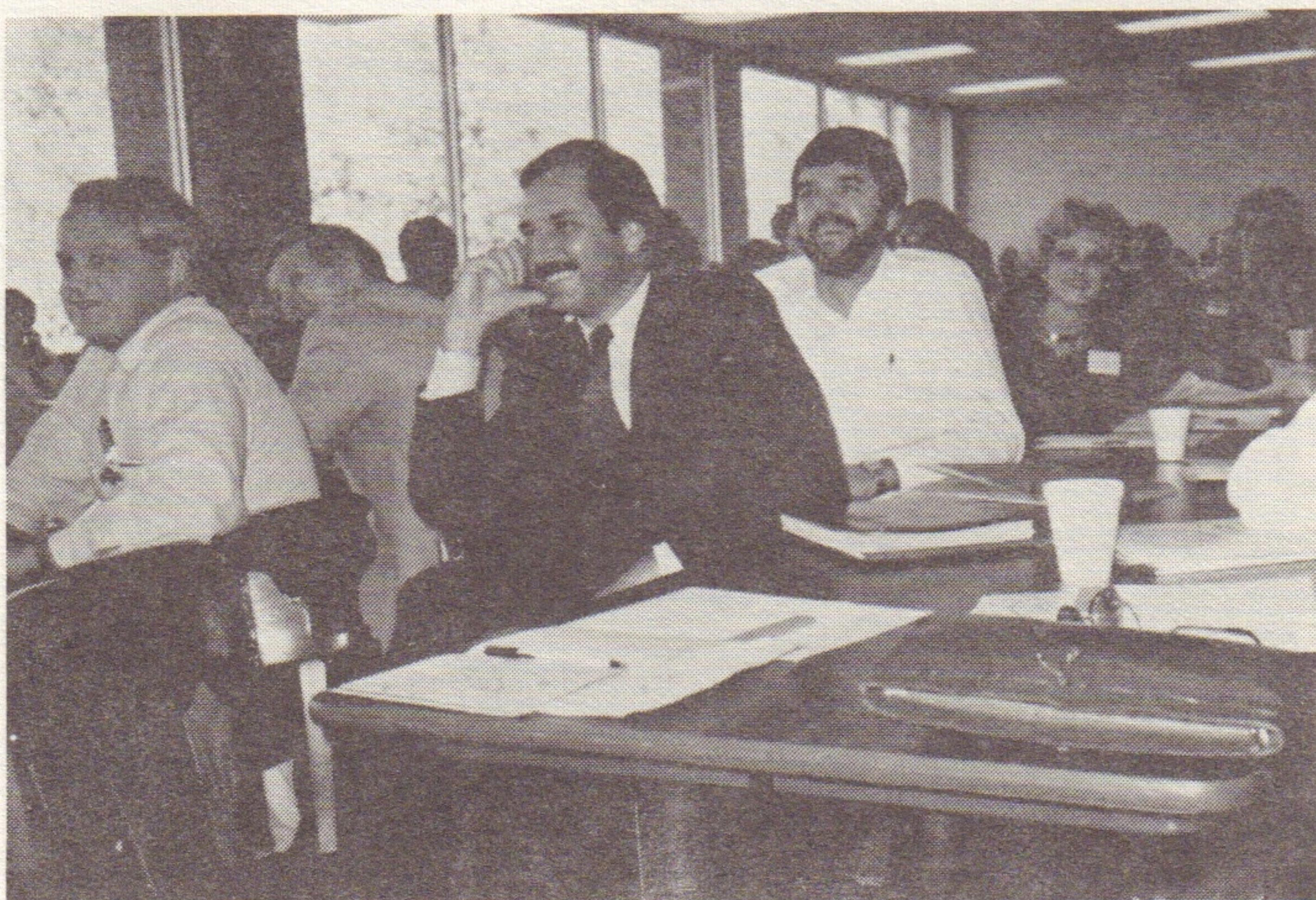
Calhoun State Community College served as the host institution for the **Counselors Workshop**. The counselors featured Dr. Randi Levitz, Executive Vice President of Noel/Levitz Centers for Institutional Effectiveness and Innovation. Other presenters were Dr. James Chasteen, President of Calhoun State Community College and Dr. John Johnson, Postsecondary; and Dr. Jo Beene, Calhoun.

Mr. Carl Farris of General Motors, Mr. G. L. Wayne of Ford, and Mr. Owen Powell of Chrysler represented the three major automobile companies of America at the **Automotive Mechanics Workshop** at Bessemer State. Topics such as electronic engine controls, front-wheel drive suspension, and brakes made the 1985 Automotive Professional Development Workshop a success.

The **Aviation Professional Development Workshop** was held in Atlanta, Georgia with visits to Hangar One, Inc., Delta Airlines and Talanta Aero Vocational Tech School. The highlight of the trip was a briefing by Mr. Jim Diffley of Delta Airlines who spoke in detail on what aviation training graduates need to prepare themselves for employment in industry. All those attending said this was a real eye-opener.

The **Behavioral Scientists** were treated to a broad range of informative and challenging program materials. Highlights included discussions of terrorisms, educational





legal problems, suicide, and insanity. The Thursday agendas included representatives from the University of Georgia, P.O.S.T. of Montgomery, Auburn University, University of South Carolina, Jacksonville State University, and the Department of Corrections.

The **Business Workshop** was divided into three parts but assembled together for the keynote address by Ms. Jeanne Robertson, a professional business speaker. The highlights of the workshop included innovative teaching techniques, excellent speakers on the office of tomorrow, association with our peers, and a very substantive hands-on Lotus 1-2-3 workshop.

The **Construction Trades** participants learned about "New Market Trends" on Wednesday. The cabinetmakers heard Mr. Otiš Russell of Alabama Concrete Industries Association speak on "Modern Innovations in Interior Wood Construction" and Mr. Mike Kidd on "The Use and Care of a Power Planer." The Carpenters and brick masons learned about "Gates Concrete Form Accessories", "Precast Concrete" and "What Masonry Contractors Expect of Entry Level Masons". Last but not least are the plumbers who were informed about CPVC Pipe Innovations, "Water Heater Safety" and "Quest Plumbing System's use of Polybutylene."

Skin care, hair design, and the use of clippers covered the topics of the **Cosmetology and Barbering Workshop** at Reid State Tech. The Pivot Point International Design Team from Chicago, Illinois presented the latest techniques in hair design and Howard Holt of Audio Visual Film Service demonstrated effective use of the video camera and recorder.

Transmissions were the words of the day at the **Diesel Mechanics Workshop** at Shelton State Community College which was a tremendous success because of the planning of the Diesel Committee. Mr. John D. Brown, representing John Deere and Mr. Levell Dansby representing Willings Detroit Diesel put on an outstanding program.

The focus of the **Drafting Workshop** was on specialty areas of drafting and low cost CAD with excellent presentations by Houseman and Associates, Texas and Technical Training Aids, Birmingham.

Poetry, drama, technical writing, and composition teaching methods are only a few of the topics discussed at the **English Workshop** at Wallace, Dothan. The keynote address was presented by Dr. Elizabeth Cowan Neeld, Professor of Rhetoric from Texas A&M University. From this point on — just pick a subject! Presenters included representatives from the University of Texas, the University of Mississippi, the University of Alabama in Birmingham, the University of Georgia, Cayahoga Community College, the University of Texas, Emory University, the University of Central Florida and many others.

To learn about fine arts one should attend the **Fine Arts Workshop** which included music, drama/speech and art. Panel discussions were the main course of the sessions with representatives from J. W. Pepper of Atlanta, and Birmingham Southern College.

The **Food Service Workshop** was highlighted by Jerry Vincent, Apprenticeship Chairman for the American Culinary Federation Educational Institute, who outlined how to establish a chef apprenticeship program. Executive Chef Anthony Williams of the Montgomery Country Club did a beautiful presentation on holiday foods.

The **Graphic Arts Workshop** had representatives from Eastman Kodak Company and Scott Paper Company. Topics ranged from film to silk screen to paper education. Mr. Paul Higley from Mead Paper Company provided information on NCR paper processing.

The **Machine Shop Technology November 1985 Workshop** was very successful. The participation of all instructors during the workshop was tremendous. Topics covered in the workshop was substance abuse awareness, principles of E.D.M. and wire cut E.D.M. computer integrated manufacturing.

The **Nursing and Allied Health Workshop** addressed three major goals: Trends and Issues in Health Care Delivery, Curriculum Development in One and Two Year Colleges, and Technological advances in Health Care and Health Care Education. It is planned that these goals will be developed further in future workshops.

Industrial Sewing presented various aspects of automation and demonstrations of computer programmed sewing machines. The theme was relationship between industries and industrial sewing programs. Several computer program machines were on display and demonstrated with instructor participation. Dr. Jim Selman of Auburn presented a program on student motivation.

The **Small Engine Mechanics Workshop** featured indepth presentations by two of the country's leading manufacturers of engines — Tecumseh and Kohler.

The **Natural Sciences Workshop** hosted by Shelton State successfully provided an update in the ever-changing field of science by presenting speakers that addressed nuclear energy, environmental carcinogens, laser surgery, AIDS, history of Halley's Comet, science vs. religion, theory of comets, and future trends in teaching science. The workshop also included tours of the physics, chemistry, and biology departments at the University of Alabama Observatory where Halley's Comet was viewed. A banquet on opening night and hospitality sessions both nights provided opportunities for participants to renew acquaintances and have one-on-one interactions that were vital to the success of the workshop.

Highlights of the **Mathematics Workshop** were presentations by Dr. Robert W. Hackworth, St. Petersburg Junior College, and Mr. Jerry Weaver, Chairman of the Board, Mid-South Industries, Inc. Dr. Hackworth presented a developmental math plan and Mr. Weaver discussed business trends.

The 1985 **Health, Physical Education and Recreation Workshop** theme was "Participation". The participation involved activities in tennis, golf, jogging, and archery where teaching tips, strategies, and safety were emphasized. Practical experience was also received using computers and in first aid by determining the nature of an accident, checking for vital signs and emergency rescue.

The intensive hands-on activities provided for the 111 participants of the **Electricity/Electronics Workshop** was one of the significant factors which made this the most highly rated workshop to date. A second factor was the outstanding cooperation by state and regional industry representatives to provide not only outstanding instructors but also new equipment for activities in such areas as programmable logic controllers, video cassette recorder servicing, digital to analog conversion applications, and effective micro system troubleshooting.



From motivation to video cassettes in instruction to Critical Thinking Skills is what the **Social Sciences Workshop** was all about. If these topics do not suit your fancy then how about the keynote address: "Is the Nuclear Arms Race Insane?" Last but not least is "An Inside View of Congress" presented by the Honorable Jack Edwards, Retired, U.S. Congress.

Two industrial psychologists spoke to the **Truck Driving Workshop** participants on the "Role of Drive in Sales and Marketing" for the keynote address. The "Improvement of Cost Factors Through Driving Skills" was presented by Dave Kemp of Cummings of Alabama.

"Step by Step Guide to Upholstering Vans, Trucks, Cars, and Boats" was written by Kent Horn who was the presenter at the **Upholstery Workshop** and spoke on "Changes in Auto Upholstery". Al Miller spoke on "Plastic Repair in Automobiles" and Sid Graham spoke on "New Fabrics and Supplies". 3-M was represented by Jeff Darvey with pointers on glues and solvents.

Mr. Dick Holdren, Welding Consultant from Columbus, Ohio conducted the three day workshop on various aspects of welding for the **Welding Workshop** held at Wallace State, Selma.

Learning Resources included a keynote address on "Preparation for the 21st Century" by Mr. Bruce McLaren of the New Mexico Military Institute. Dr. Robert Spears, Assistant Director, Media Production Center, Louisiana State University discussed the AECT Standards for College and University Learning Resources Programs and "Self Evaluation". Other topics of interest included "How to Get Funds from Private Foundations" and "How to Write Proposals that get Funded".

Last but by far, not least is the **New Teacher Institute Workshop** held at Bessemer State Technical College. Development of Teaching Aids, Task Analysis and Performance Objectives, Utilization of Program Standards to Develop Lesson Plans and Micro Teaching were topics of the three day sessions.



NEW TEACHER INSTITUTE — SESSION II

The Second and final session of cycle I of the New Teacher Institute was conducted at Bessemer State Technical College November 6-8 as part of the Professional Development workshop. Nineteen new instructors from Technical and Community Colleges were in attendance. The goal of The New Teacher Institute was to provide new instructors with basic teaching and instructional planning techniques. This was accomplished by providing the instructors with the following program.

Dr. Don Tomlinson, Director/Assistant Professor of Vocational Education at Athens State College extended the welcome, introduced the presenters, and provided an overview of the workshop. Mr. Ed Blake, Dean of Instruction at Bessemer State, welcomed the instructors and guest to the Bessemer State Campus.

Mr. Randall Peacock, Executive Secretary for Alabama VICA was the first presenter. Accompanying Mr. Peacock as his guests and to help with his presentation were Robbie Mills, the VICA President from Bessemer State, and Neil Martin, Bessemer State's local VICA President. Mr. Peacock stressed the importance of incorporating VICA into the Curriculum to provide motivation, and recognition of students achievements. This in turn, could be used as part of a public relations program to build pride in the school and community.

Mr. Thomas Dawson, Director of Media Productions at Alabama A&M University showed the instructors how to develop and use audio/visual aids. Because the overhead projector is the most versatile and is readily available to most instructors, Mr. Dawson emphasized the development of transparencies. This was followed by having each instructor produce a transparency. Mr. Dawson pointed out that visual aids should be used as a communications tool to increase understanding during instruction.

Mr. Willie T. Brown, Dean of Instruction at Drake State Technical College furnished the new instructors with the fundamentals of Conducting a Task Analysis and writing performance objectives. Mr. Brown stated that it was critical for sound instruction to be based on measurable objectives.

Dr. Tom Terry, Associate Director of Technical Education of Postsecondary Education provided the instructors with techniques for Testing and Appraising students progress. Dr. Terry stressed that evaluation of students progress must be based on the standards stated in the performance objectives. This was followed by a discussion of how to equate achievement of standards to letter grades.

Utilization of program standards to Develop lesson plans was the subject of Dr. Mary Thompson, Assistant Professor of Adult and Vocational Education at Auburn University, presentation. Dr. Thompson emphasized that planning the who, what, where, when, why, and how of instruction is the key to successful instruction. To accomplish this task, Dr. Thompson outlined the four step method for developing lesson plans.

Mr. Johnny Joyner, Counselor/JTPA Coordinator at Wallace State Community College-Dothan detailed his ideas for classroom and shop management. Mr. Joyner, a former technical college instructor stressed the importance of planning and scheduling student activities, as well as maintaining good student records.

Ms. Becky Culp, Executive Director of AVA informed the new instructors of the importance of having a strong professional organization in Vocational Education. In addition, Ms. Culp encouraged the new instructors to join AVA and to become actively involved in the organization.

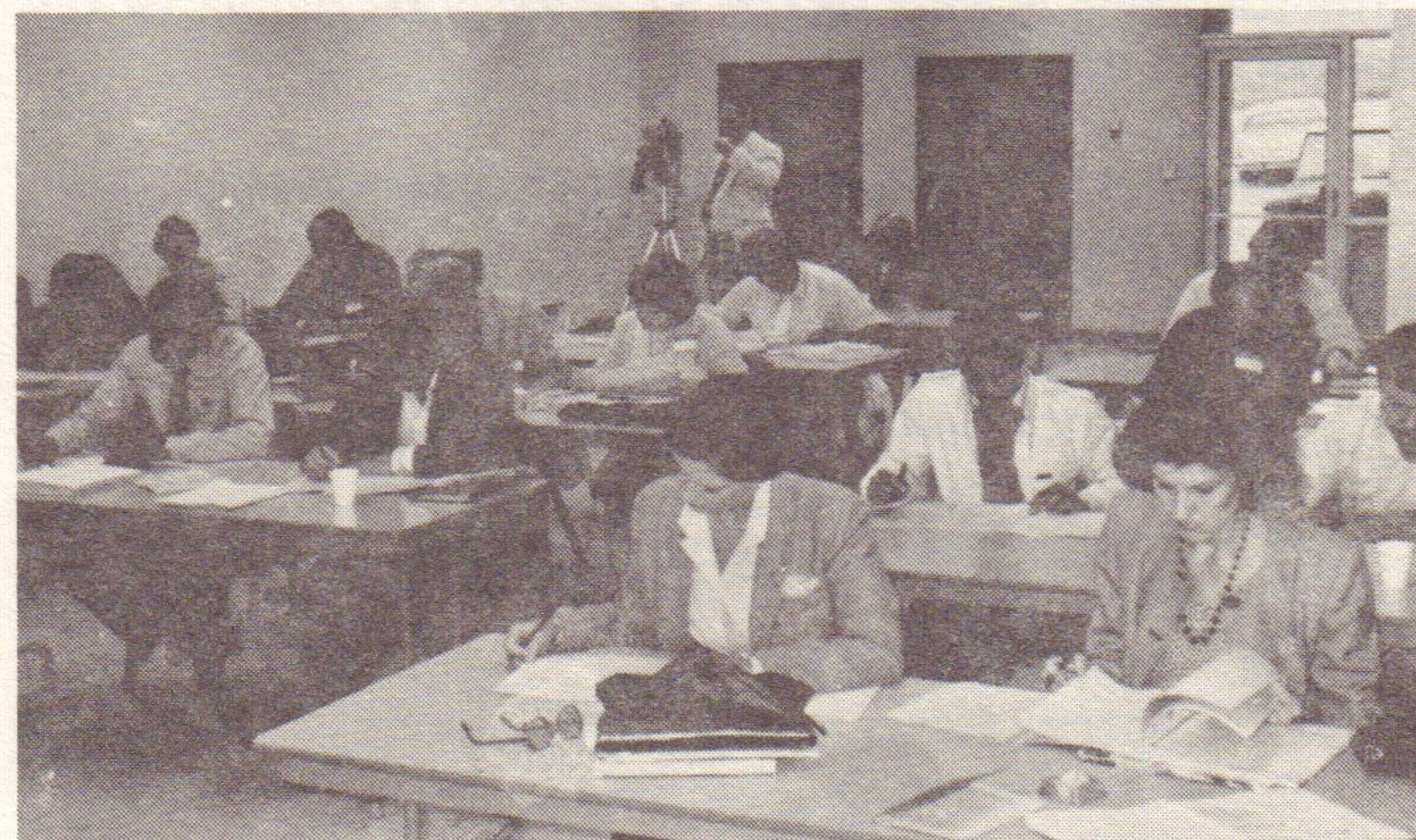
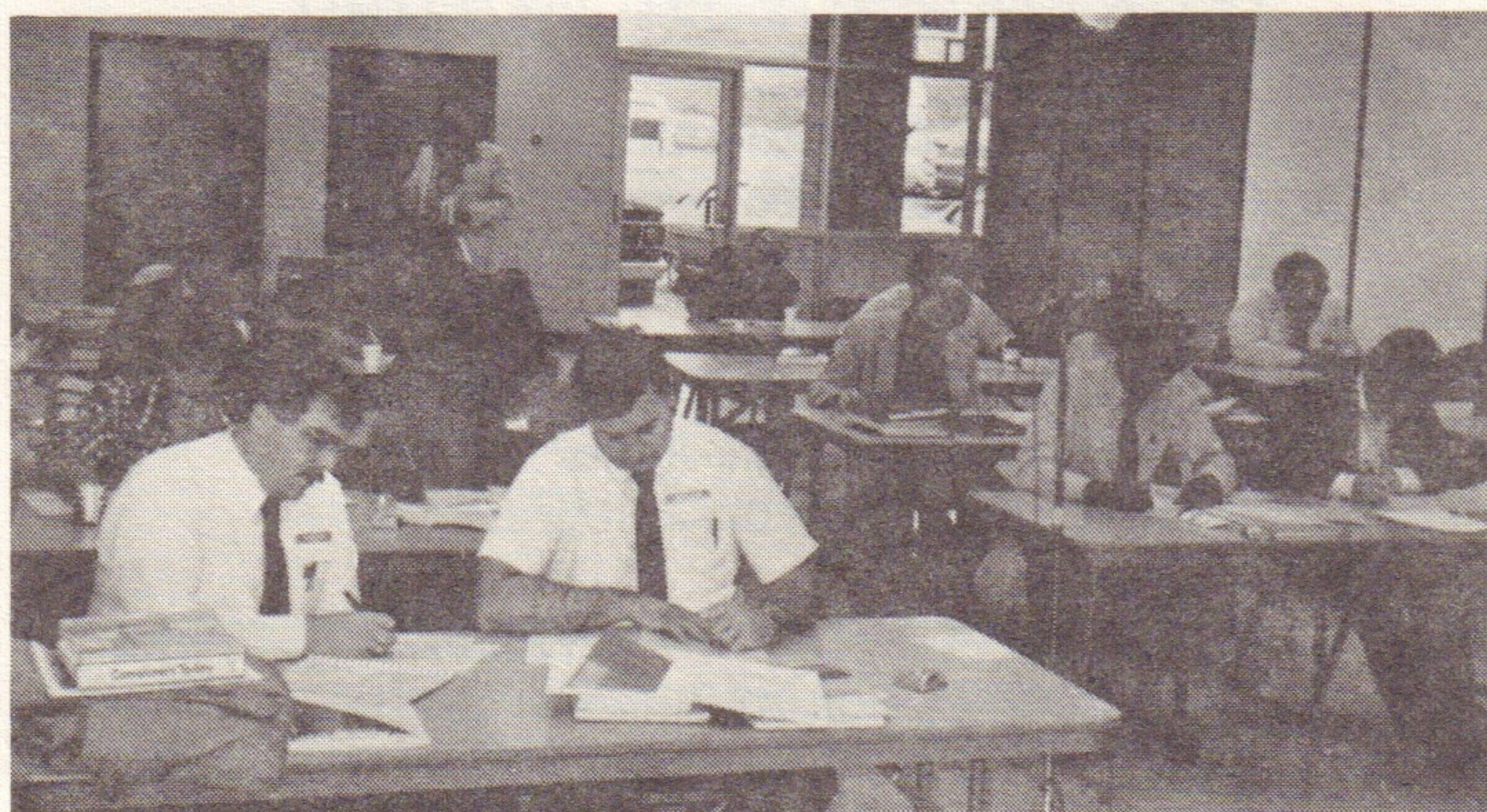
Dr. Terry discussed the certification process, the different ranks, and how to earn inservice points. Dr. Terry urged the instructors to work closely with their local Deans of Instruction on Certification. Also, he advised the instructors that they could contact Mr. Chris Bond in the Department of Postsecondary Education for additional information.

The highlight of the workshop was when the instructors were given an opportunity to implement what they had learned by developing and presenting a lesson to their peers. The presentations were video taped and critiqued by the group. This provided the instructor with immediate feedback and Constructive Criticism to help improve their teaching techniques.

Serving as group leaders throughout the New Teacher Institute were Mr. Jack Kerby, Dean of Instruction at Hobson State Technical College, Mr. Othel Washington Athens State College, and Dr. Don Tomlinson, Athens State College. Mr. Darrell Hardy, Media Specialist at Athens State College provided technical support and video taped the entire New Teacher Institute program.

Visitors during the New Teacher Institute were Dr. Charles Payne, Chancellor of Post-Secondary Education, and Dr. Larry McCoy, Dean of Student Development at Athens State College.

Session 1 of cycle II will be held January 24, 1986 for new instructors who did not attend the September session.



APRIL CONFERENCE WORKSHOPS AND CHAIRPERSONS

The Alabama community, junior, and technical colleges April Professional Development Conference, sponsored by the Alabama Department of Postsecondary Education, will be held on April 2-4 in Mobile, Alabama

An overview of the conference tentative agenda is provided below. This is to provide each participant with a general time frame and outline for their convenience. A complete conference agenda will be forwarded at a later date.

ALABAMA COMMUNITY, JUNIOR & TECHNICAL COLLEGES APRIL 1986 PROFESSIONAL DEVELOPMENT CONFERENCE

"STUDENT SUCCESS THROUGH QUALITY ASSURANCE"

Mobile, Alabama
April 2-4, 1985

OVERVIEW OF CONFERENCE AGENDA

April 2, 1985

10:00 a.m.-1:30 p.m.	Registration
1:30 p.m.-2:30 p.m.	Concurrent General Sessions
2:45 p.m.-4:30 p.m.	Keynote Session
5:30 p.m.-8:00 p.m.	"A Celebration of Student Success"

April 3, 1986

8:30 a.m.-5:00 p.m.	Content-Specific Workshops
5:00 p.m.-7:00 p.m.	Reception at Fort Conde (sponsored by external agencies)

April 4, 1986

8:30 a.m.-10:30 a.m.	Concurrent General Sessions
10:30 a.m.	Conference Officially adjourns
10:30 a.m.-12:00 noon	Association Meetings

The vast majority of chairpersons were elected by their peers in April 1985 and confirmed by the presidents of their institutions. **For workshop areas addressed in November 1985, committee membership will remain the same.** The other committee members will be announced at a later date.

The following is a list of the 67 workshops, names of the chairpersons and sponsoring institutions.

I. ADMINISTRATIVE AND SUPPORT PERSONNEL WORKSHOPS

1. PRESIDENTS

Patrick Henry State Junior College
Chairperson: Dr. James R. Allen
Chairperson: Dr. James C. Bailey

2. ACADEMIC DEANS

Patrick Henry State Junior College
Chairperson: Dr. Ken Hudson

3. TECHNICAL DEANS

Hobson State Technical College
Chairperson: Jack Kerby

4. DEANS OF STUDENTS

Calhoun State Community College
Chairperson: Dr. Jo Beene

5. BUSINESS MANAGERS

Southwest State Technical College
Chairperson: Beverly Templeton

6. ACCOUNTANTS AND FINANCIAL ASSISTANTS

Faulkner State Junior College
Chairperson: Gloria Hart

7. ADMISSIONS OFFICERS

Bessemer State Technical College
Chairperson: Jim Natale

8. BOOKSTORE MANAGERS

Bessemer State Technical College
Chairperson: Richard Carpenter

9. COMMUNITY SERVICES COORDINATORS

Enterprise State Junior College
Chairperson: Dr. Mary Bauer

10. COMPUTER SERVICES MANAGEMENT/STAFF

Northwest Alabama State Junior College
Chairperson: Dr. Lora Conrad

11. CUSTODIAL WORKERS

Bishop State Junior College
Chairperson: Vicky Scott

12. DISPLACED HOMEMAKER PROJECT DIRECTORS

Wallace State Community College/Dothan
Chairperson: Kay Roney

13. FINANCIAL AID AND VETERANS OFFICERS

Bessemer State Technical College
Chairperson: Rick Rogers

14. GROUNDS KEEPERS

Athens State College
Chairperson: Vesa Holmes

15. INDUSTRIAL COORDINATORS

Bessemer State Technical College
Chairperson: Al Craig

16. OFF CAMPUS AND EVENING DIRECTORS

Southern Union State Junior College
Chairperson: Dr. Barbara Segrest

17. PHYSICAL PLANT/MAINTENANCE DIRECTORS

Calhoun State Community College
Chairperson: Alva Hamrick

18. RESOURCE DEVELOPMENT OFFICERS

Alexander City State Junior College
Chairperson: George Terrell

20. SECRETARIAL: ADMINISTRATIVE

Walker State Technical College
Chairperson: Jane Love

21. SECRETARIAL: CLERICAL

Southwest State Technical College
Chairperson: Jan Legee

22. SECURITY

Bishop State Junior College
Chairperson: Hubert Bill

II. FACULTY WORKSHOPS**23. AGRIBUSINESS**

Bessemer State Technical College
Chairperson: Fred Kapp

24. AIR CONDITIONING

Muscle Shoals State Technical College
Chairperson: Alden Thigpen

25. ALLIED HEALTH

Gadsden State Community College
Chairperson: Jane Evans

26. ART

Shelton State Community College
Chairperson: Bethany Engle

27. AUTO BODY

Calhoun State Community College
Chairperson: James Glasscock

28. AUTO MECHANICS

Bessemer State Technical College
Chairperson: Roy Trucks

29. AVIATION

Alabama Aviation and Technical College
Chairperson: Joseph Stroud

30. BEHAVIORAL SCIENCES

Wallace State Community College/Hanceville
Chairperson: Freddie Posey

31. BIOLOGY

Lurleen B. Wallace State Junior College
Chairperson: Fred Winkler

32. BUSINESS ADMINISTRATION

Gadsden State Community College
Chairperson: Dr. Jesse Walker

33. BUSINESS EDUCATION

Faulkner State Junior College
Chairperson: Emily Martin

34. CHEMISTRY

Enterprise State Junior College
Chairperson: Dr. R. C. Lewis

35. CHILD CARE

Enterprise State Junior College
Chairperson: Rebecca Richter

36. COMPUTER INFORMATION SYSTEMS

Calhoun State Community College
Chairperson: Lynn Conwill

37. CONSTRUCTION TRADES

Gadsden State Community College
Chairperson: John Tomlin

38. COSMETOLOGY AND BARBERING

Patterson State Technical College
Chairperson: Brenda Taunton

39. COUNSELORS

Lurleen B. Wallace State Junior College
Chairperson: Curtis Thomasson

40. DIESEL MECHANICS

Wallace State Community College/Hanceville
Chairperson: Larry Holmes

41. DRAFTING

Gadsden State Community College
Chairperson: Donald Jarrells

42. DRAMA/SPEECH

Jefferson State Junior College
Chairperson: Bob Renshaw

43. ELECTRICITY/ELECTRONICS

Wallace State Community College/Selma
Chairperson: Jim Myers

44. ENGINEERING TECHNOLOGY

Jefferson State Junior College
Chairperson: Ronald Funderburg

45. ENGLISH, COMP. AND LIT.

Bishop State Junior College
Chairperson: Dowartha Davis

46. ENGLISH, RELATED

Bessemer State Technical College
Chairperson: Dr. Louise Leigh

47. FOOD SERVICE

Trenholm State Technical College
Chairperson: Mary Ann Ward

48. FOREIGN LANGUAGES

Jefferson State Junior College
Chairperson: Nanaline Holt

49. GRAPHIC ARTS

Southwest State Technical College
Chairperson: Paul Kersey

50. HEALTH, PHYSICAL EDUCATION & RECREATION

Gadsden State Community College
Chairperson: Riley Whitaker

51. INDUSTRIAL SEWING

Fredd State Technical College
Chairperson: Patsy Pendley

52. LEARNING RESOURCES

Brewer State Junior College
Chairperson: Evelyn Olive

53. MACHINE TECHNOLOGY

Shelton State Community College
Chairperson: Jack Moore

54. MATH, DEVELOPMENTAL

Wallace State Community College/Dothan
Chairperson: Ruth Young

55. MATH, RELATED

Bessemer State Technical College
Chairperson: Charles Ellison

56. MATH, UNIVERSITY

Shelton State Community College
Chairperson: Guesna Dohrman

57. MUSIC

Enterprise State Junior College
Chairperson: Dr. Richard Snyder

58. NEW TEACHER INSTITUTE

Athens State College
Chairperson: Dr. Don Tomlinson

59. NURSING, ASSOCIATE DEGREE

Calhoun State Community College
Chairperson: Dr. Rhoda Kirkpatrick

60. NURSING, PRACTICAL

Southwest State Technical College
Chairperson: Doris Bush

61. PHYSICS/PHYSICAL SCIENCE

Lawson State Community College
Chairperson: Dr. Ali Yazdi

62. READING

Faulkner State Junior College
Chairperson: Betty Rhodes

63. SMALL ENGINES

Wallace State Community College/Dothan
Chairperson: Don Johnson

64. SOCIAL SCIENCES

Snead State Junior College
Chairperson: Mark Freshwater

65. TRUCK DRIVING

Walker State Technical College
Chairperson: James Campbell

66. UPHOLSTERY

Wallace State Community College/Dothan
Chairperson: James Nelms

67. WELDING

Wallace State Community College/Selma
Chairperson: Danny Mantel

APRIL CHAIRPERSONS MEET

The Chairpersons for the April Professional Development Conference met in Montgomery on November 26, 1985 for the Chairperson's Workshop on Workshop Planning. This workshop was conducted by Dr. John Johnson, Director and Dr. Larry McCoy and Dr. Imogene Mixon, Coordinators on the Professional Development Task Force. Material was distributed and an overview of the Chairperson's Workshop Manual was presented.

The purpose of this workshop was to provide direction and to enhance knowledge and skills in conference planning so that the April Conference sessions will be of the highest quality and value. Topics included planning requirements and deadlines, budget amounts and processes, an overview of the conference agenda, and a question and answer period.

Our ambitious professional development plans are being exceedingly successful because of the enthusiasm, cooperation and support of everyone throughout the system, especially these chairpersons and committee members.

REINHARDT NAMED COORDINATOR FOR DISPLACED HOMEMAKER PROGRAMS



Ida Reinhardt has been named coordinator of displaced homemaker programs for the Alabama Department of Postsecondary Education. She will provide technical assistance to personnel in the state two-year college system regarding single parent/displaced homemaker and sex bias elimination programs.

Mrs. Reinhardt received both master's and educational specialist degrees in guidance and counseling from Ball State University. She has over five years experience in the personal, academic and career counseling of adult women and a wide range of experience supervising professional counselors.

LONG RANGE PLAN UNDERWAY

Dr. Kenneth M. Eaddy, Director of Vocational Student Assessment at Southern Association of Colleges and Schools (SACS), says Alabama's two-year colleges are at the forefront of technical education innovations.

The Alabama Department of Postsecondary Education, SACS, and faculty and deans of Alabama's 20 technical colleges and seven community colleges are jointly developing a plan to implement, evaluate, and update competency-based technical education programs. Their long-range plan for quality technical education, which was recommended in the Program Assessment and Curriculum Development Task Force Report, will ensure technologically-oriented programs of education that realistically address the technical education needs of Alabamians through state technical and community colleges.

When the plan is completed, it will bring about numerous innovations and assurances of quality in technical education. The plan will provide technical education standards, unified course descriptions, detailed student guides, competency profiles, and a checklist for program review.

A generic plan for quality technical education will be provided to all state technical and community colleges, where the plan will be localized for implementation. The target date for completion of the plan is December 15, 1985.

Implementation of the plan will provide concrete assurances of state-of-the-art program offerings in state technical and community colleges.



Dr. Eaddy (left); Dr. Tom Terry, Department of Postsecondary Education; and Chancellor Charles Payne review curriculum standards for state technical colleges.

AIR CONDITIONING/REFRIGERATION WORKSHOPS HELD AT MUSCLE SHOALS STATE TECHNICAL COLLEGE

"The quality of what we produce in this country is second-class compared to worldwide competitors," Rep. Tom Coburn told state two-year college air conditioning and refrigeration instructors, who recently met at Muscle Shoals State Technical College for a three-day professional development workshop.

Instructors must know the why's and how's of current technology to provide quality education in America, said Coburn, adding, "The way to improve quality is to improve ourselves."



Lennox Educational Division and Amana Refrigeration Inc. presented three days of professional development workshops for state two-year college air conditioning and refrigeration instructors.

Quality education for the future was the focus of state two-year colleges' second annual professional development workshops. Instructors, counselors and librarians from across the state attended one of 30 course-specific workshops, which were held at 22 different two-year institutions.

The workshop held at Muscle Shoals Tech highlighted three innovations — fuel efficient furnaces, pulse combustion furnaces and heat transfer module systems. Presenters included Steve Mishoe of Lennox Educational Division and Bert Chandlee, field service engineer, Amana Refrigeration Inc.

Other state leaders who joined college president Hugo Barton in welcoming the group included Rep. Joe Goodwin; Rep. Denzel Clark; Becky Culp, executive director, Alabama Vocational Association; Peggy Dotson, state president, Alabama Education Association; Florence Mayor Eddie Frost; Weldon Reynolds, Florence City Commission; and Charlie Britnell, president, Northwest Alabama State Junior College.

Employers often hire students trained in the latest technology before they graduate from Muscle Shoals Tech, said Alden Thigpen, workshop chairman. "Companies know Muscle Shoals is training people that are employable."

Other states are interested in Alabama's two-year colleges' professional development program, he added. "We're on top of technology here and we plan to stay there."

FRATERNITY PROVIDES OPPORTUNITY FOR TRAVEL, ADVANCEMENT

It is a very special program reserved for two-year colleges. Its members have the opportunity to travel nationally and internationally, meet VIPs and learn the true meaning of excellence.

Phi Theta Kappa (PTK), a national honors fraternity for American junior college students, has approximately 10 chapters in Alabama. PTK recognizes and encourages scholarship, leadership and service. It also offers its members the opportunity for unique educational cultural and personal enrichment experiences, which, as two highly-celebrated alumni readily agree, can develop and polish a wealth of skills and abilities.

Henry Walker of Decatur, PTK's 1985 recipient of the Nation's Most Distinguished Student award, was an average high school student who was more interested in typical teen-age pursuits than academic studies. But his attitude and grades took an about-face when he enrolled in Calhoun State Community College.

"I was not an honor student in high school," he admits, "but I realized when I graduated that I was in the real world now and that's when I decided to be the best I could be. I always knew I had the capabilities," he says.

Walker's best efforts soon prompted an invitation for membership in PTK and a host of academic honors. He was elected president of Calhoun's Sigma Lambda Chapter in 1984-85, where, he says, "I took a defunct chapter and turned it around."

His initiative and leadership led to a string of illustrious honors — installation into the Order of the Golden Key for being named one of the state's most distinguished PTK members; the Ramone Arias award, which goes to Calhoun's most outstanding PTK member; the James B. Allen award for the person bringing the most recognition to Calhoun; and mention in Who's Who in American Junior and Community Colleges.

"Due to my affiliation with Phi Theta Kappa, I have learned much about people, leadership and responsibility, and I have made many true and lasting friendships," says Walker. "In short, Phi Theta Kappa has been one of the most positive aspects of my education and life."

Membership in PTK brought the same kind of rewards for Carol Griffin of Enterprise. A stay-at-home mother for 13 years and a high-C low-B student in high school, Mrs. Griffin had never put her academic abilities to the test, until she did something she had always wanted to do — go to college. She toyed with the idea by taking a psychology course in 1980 "just to see if I could go back to school," she says. Total commitment came three years later when she enrolled at Enterprise State Junior College as a full-time student.

After only one quarter, she reports, "I made straight A's for the first time in my life. It was a big surprise but also very satisfying to know that I was capable."

Mrs. Griffin's academic about-face continued through the next quarter, when she was invited to become a PTK member. Like Walker, her grades stayed afloat and the recognitions just kept rolling in. She was chosen freshman of the year by Enterprise's PTK Tau Mu Chapter, elected chapter president for 1984-85, placed in PTK's National Hall of Honor (a recognition reserved for the nation's top PTK members) and honored with the Jo Marshall Award, which goes to Alabama's most distinguished PTK member.

"In Phi Theta Kappa you learn a lot but you have a good time too," says Mrs. Griffin. "It involves more than just making good grades. There are the conventions held in places like New Orleans, Denver, St. Louis and Washington, D.C., where you have the opportunity to hear renowned speakers like Edwin Newman and Jack Anderson. Plus, it's really nice to have that gold (PTK) seal on your diploma," she says. These perks are available to all members and both Walker and Mrs. Griffin concur, they're good incentive to keep your grades up and stay in PTK.

PTK provides the opportunity for international travel too, says Dr. Jo Marshall, one of five persons awarded the 1985 Mosal Scholarship. The scholarship, named for the newly-retired national PTK director, Dr. Margaret Mosal, is a stipend for international study. A national board of directors awards Mosal Scholarships to members, sponsors, alumni or college presidents who have made significant contributions to PTK.

Four scholarships were awarded to PTK sponsors and one to a student and PTK member from Missouri. Dr. Marshall, a Jefferson State Junior College English instructor and the only scholarship recipient from Alabama, utilized her stipend to study the Arthurian Legend at the University of London—a course of study not offered in the United States.

Other PTK awards credited to Dr. Marshall include the Most Distinguished Sponsor award in 1978 and the Sponsor's Hall of Honor award in 1980. "Next to my family, PTK is my strongest commitment," says Dr. Marshall, who has been a PTK sponsor at Jefferson State since 1970 and is currently the regional PTK advisor for Alabama.

Southern Union State Junior College established Alabama's first PTK chapter in 1970, says Dr. Marshall. Just five years later, Jefferson State Junior College captured the state's first national PTK honor — the Milestone Award — for making the most progress as a chapter in the shortest period of time.

In addition to Jefferson State, other state two-year colleges recognized with national awards in recent years include Faulkner State Junior College, Calhoun State Community College, Enterprise State Junior College, Alexander City State Junior College, Southern Union State Junior College, Shelton State Community College and Wallace State Community College/Dothan.

In 1929 Phi Theta Kappa was recognized by the American Association of Community and Junior Colleges as THE honor fraternity for American two-year colleges. That same year, PTK embraced an academic program for its members, planned by PTK's new national director, Dr. Margaret Mosal.

The first honors theme program was implemented in 1967. Each year, the PTK family of some 700 chapters nationwide plans its activities around a chosen theme. Annual state, regional and national conventions explore the theme, and, at each level, individual chapters may enter their service project in awards competition. The grand finale — Honors Institute — features renowned speakers and seminars that devote an entire week to the honors theme.

Former sights for national PTK meetings include Houston, Texas; Washington, D. C.; Richmond, VA; and New York City, N.Y. "The cultural values of sightseeing are not forgotten when these programs are planned," says Dr. Marshall.

Then reflecting a moment, she adds, "All of these things are what makes PTK so very special."

COOPERATIVE PLAN TARGETS EDUCATIONAL EXCELLENCE

Two leaders in Alabama education held a 2 p.m. press conference at Knox Hall to announce the formation of a partnership that will ultimately mean improved educational opportunities for Alabama students.

The partners — Chancellor Charles L. Payne of the Alabama Department of Postsecondary Education and State Superintendent Wayne Teague of the State Department of Education — jointly unveiled the "Partnerships for Excellence Task Force Report," which identifies nine ways state two-year colleges can create stronger communicative, instructional and student service linkages to support excellence in Alabama public schools.

The task force report complements "A Plan for Excellence: Alabama Public Schools," a long-term plan for improving public schools in Alabama that was developed by the State Department of Education. Areas of need identified by both documents include counseling, remediation, honors programs and cooperative linkages between vocational and academic programs.

Topping the task force's nine-item list of recommendations is the need to establish a network of secondary and postsecondary decision makers to promote cooperative linkages between the two systems. The report recommends that guidelines for funding linkage projects be established, that a 2+2 career training program (for cooperative high-tech training) be created and that two-year colleges provide professional development opportunities for public educators.

Other recommendations include establishing a statewide policy regarding an Advanced Placement program, a student tutoring board, a state advisory council for counseling and

The 20-member task force included representatives from elementary and secondary schools, two- and four-year colleges and state education personnel. Dr. Teague and Dr. John Fulmer, District 4 state board member, also served as ex officio task force members.

The feasibility of each task force recommendation will be tested through pilot programs before statewide implementation takes place.

quality career centers, as well as allowing high school students to attend college-sponsored events.



Chancellor Charles Payne and Dr. Linda Wilson, task force director, announced the publication of the Partnerships for Excellence Task Force Report at a press conference recently held at Knox Hall.

STANDING ASSOCIATIONS PRESIDENTS MEET

Eight presidents of standing associations in the state two-year college system met at Knox Hall recently to discuss planned objectives, activities and meetings for 1986 and to probe ways of working together for the betterment of the two-year college system.

The meeting was conducted by Chancellor Charles L. Payne, who emphasized the importance of each association in assisting the state two-year college system with significant issues, including enrollment, articulation, budgeting, professional development and resource development.

Department of Postsecondary Education staff members who presented facts and information designed to assist the presidents in their work included Dr. Linda C. Wilson, Executive Assistant to the Chancellor; Debra Dahl, Director of Fiscal Services; Dr. John Johnson, Associate Director of Academic Affairs; and Julie DeBardelaben, Coordinator of Public Information.



The work of standing associations benefits the state two-year college system.

POSTSECONDARY SCHOOLS' ART INSTRUCTORS WORK ON DISPLAY

By KATIE SMITH
Times Staff Writer

BOAZ — Computer art, charcoal photography and oil painting are among the works in a traveling exhibit now being displayed at Snead State Junior College.

The pieces on exhibit are examples of work by art instructors from Alabama's postsecondary schools and are being displayed here until Nov. 24.

Steve Stancil, art instructor at Snead who was instrumental in getting the exhibit started, explained it sprang from the Alabama Postsecondary Professional Development Workshops held twice a year around the state. The latest workshop was held at Snead State earlier this month and was the catalyst for the traveling exhibit.

According to Stancil, the professional development program was the brainchild of Dr. Charles Payne, chancellor of postsecondary education in Alabama. During the workshops, instructors from each postsecondary institution in the state gather and address issues pertinent to their field of study.

"We are one of the frontrunners in the nation for this type program," noted Stancil, who also praised the program for its ability to bring instructors together and touch on important and informative issues.

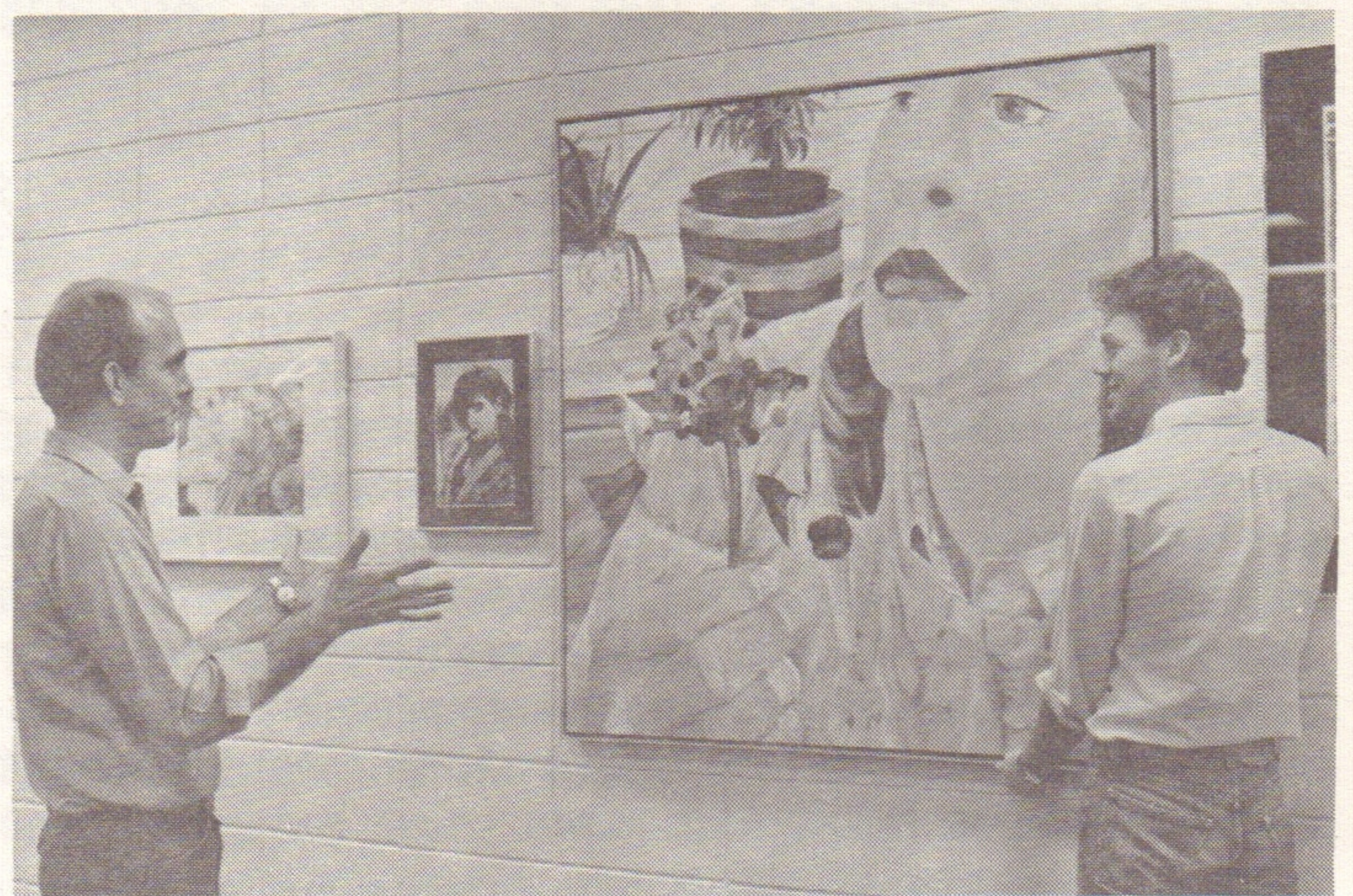
"Because we found out it was coming to Snead, Dennis Johnson from Athens State College and I got together a faculty art exhibit," Stancil said.

"When everyone came up for the workshop they brought their work with them," he continued. Each college was allowed to bring two or three pieces from its faculty and from that field the diverse, 30-piece exhibit was chosen.

"It's primarily two-dimensional art but there is photography, printing processes, computer art, abstract paintings, representational painting, drawings and more," he said.

"I've taken all my studio classes over there," Stancil continued. "They all reacted very differently. Design liked the very realistic art, while my painting class on the other hand liked the more abstract. They were all interested in the computer art."

The exhibit is set up in the Snead State library and is open to the public.



Steve Stancil, left, art instructor at Snead State Junior College, and Paul Davis, art scholarship student at Snead State, carefully align one of Stancil's paintings which is part of a 30-piece exhibit now on display at Snead. The exhibit features work from art instructors in Alabama's postsecondary school system and will travel throughout the state over the next few months.

ORIENTATION TO ASBESTOS ABATEMENT HELD

An orientation to asbestos abatement was recently held at Knox Hall for maintenance supervisors representing 26 state two-year colleges. The two-day event featured 10 outstanding speakers, who discussed asbestos safety and removal.

Presenters included — Ira L. Myers, Cecil Cork and Allen J. Williams, all of the Alabama Department of Public Health; Leura Garrett, Alabama State Attorney General's Office; Frank Vandiver, Alabama State Building Commission; William H. Weems and David L. Kirby, both of the University of Alabama Safe State Program; Ludwig C. Hoffman III, Alabama Department of Environmental Management; John W. Woodham, Woodham and Sharpe Architects; and Andy Coats, B-Safety Supply.

Highlighting the meeting was an address by Chancellor Charles L. Payne and a demonstration of the glove-bag technique for asbestos removal.



Don Barton demonstrated the glove-bag technique for asbestos removal.

BUSINESS OFFICERS ASSOCIATION MEET

Over 36 state two-year college business managers attended the fall meeting of the Alabama State Business Officers' Association held recently at Lake Guntersville State Park.

The meeting featured a round-table discussion on current issues relating to restrictive fund accounting, the competition bid law, and audit procedures with representatives of the Examiners of Public Accounts. Other highlights included presentations by Dr. Bob Leight, Professor, University of Alabama; and Dr. James Chasteen, President of Calhoun State Community College and Athens State College.

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CHANCELLORS PROSPECTIVE:

As we approach 1986, we of the two-year college system may reflect on our successes of the past and speculate on our successes of the future.

The past and the future for professional development was made possible through the appropriation of funding by the State Legislature and the approval of the professional development plan by the Alabama State Board of Education. We may reflect for a moment on the foresight and confidence displayed in the belief of the ability of the two-year college system's personnel's expertise to accomplish this enormous task.

Reports from throughout the state on the November Professional Development Workshop for faculty, librarians, and counselors clearly resound success. The faculty serving on the 26 workshop committees created experiences of the highest quality and set exceptionally high standards as challenges for the future.

If one stops to speculate on the far-reaching ramifications of the November workshops located throughout the system at 22 different college campuses, one realizes that not only are educators involved but also community leaders, industrial leaders, and elected officials throughout the state.

The 1985-86 Professional Development Plan not only includes the November conference but also addresses many other initiatives throughout the year. The April Professional Development Conference in Mobile will again provide an opportunity for the faculty, as well as the staff personnel, to display their expertise in providing programs geared to the future of our two-year college system.

I am proud to be a part of this two-year college system comprised of outstanding personnel as demonstrated by the successes of the past and by your vision to the future.



Have a Happy Holiday Season!

Charles L. Payne, Chancellor

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